

MEDMIX SUSTAINABILITY POLICY



medmix is a global leader in high-precision delivery devices. We occupy leading positions in healthcare, consumer and industrial end-markets. Our mission is to provide innovative solutions to help millions of people live healthier and more confident lives.

Sustainability is engrained in our corporate strategy and embedded in daily business – with the necessary management frameworks, systems and processes. We have introduced ESG (Environment, Social, Governance) metrics into our compensation framework.

Since 2020, ESG is included in the performance objectives of all our Long Term Incentive eligible leaders.

Sustainability at medmix follows a three-tiered approach, shown here in no particular order:

People:

As an aspiring employer of choice, we enable an inclusive workplace for our diverse workforce, promote impactful development opportunities for our employees and facilitate engagement through open and dynamic dialogue.

We believe in going the extra mile to support our communities and our employees. Safety is a key priority for us. We promote a safe and healthy work environment and are committed to eliminating hazards, reducing occupational health and safety risks for everyone present at our sites.

In addition, we support and respect the protection of internationally proclaimed human rights and prohibit, within our own operations and in our supply chain the following:

- Discrimination and/or harassment based on race, color, age, gender, sexual orientation or identity, ethnicity, religion, disability, union membership or political affiliation
- Child labor, forced labor and human trafficking
- Corruption, bribery, conflicts of interest, money laundering, anti-competitive practices and extortion

We fulfill applicable legal obligations and other requirements in the areas of health & safety, environment, energy use, energy consumption and energy efficiency. And in addition, we:

- Set ambitious, measurable and meaningful Environmental, Health, Safety and Energy (ESH&E) targets and provide necessary knowledge and resources to achieve them.
- Consult and continuously promote the participation of workers in the ESH&E Management System.
- Continually improve our ESH&E Management System and aim to have all medmix manufacturing sites ISO 45001/14001/50001-certified

All medmix sites embed this global policy into their local practices and implement in daily operations.

Profit:

We recognize that our responsibilities are not limited to delivering strong financial results. We proactively direct our resources towards innovations that contribute to more sustainable solutions.

We promote and provide sustainable technologies with long-term value, by taking the following steps:

- Working to reduce the environmental footprint of our products by incorporating eco design principles from the development phase
- Increasing the use of Post-Consumer Resin (PCR) and bio based plastics where possible
- Focusing on secondary packing

Planet:

As an environmentally responsible company we work to:

- Reduce our global carbon footprint, enable low carbon energy use at our sites and reduce air freight
- Protect the environment, prevent pollution to air, soil and water, and reduce our environmental impact by aiming to reduce waste sent to landfill and improving our water usage management.
- Continuously improve our energy-related performance by purchasing energy-efficient products where possible.

